

Express Mail No:EL833229889US
Attorney Docket: digitalReach-Full

IN THE UNITED STATES PATENT AND
TRADEMARK OFFICE

In Re the Provisional Application of: Roland R. Thomas

Serial Number:

Filed:

For: A System For Human Capital Management
Group Art Unit:

Examiner:

CERTIFICATE OF EXPRESS MAILING

I, Shannon Nation-Kammerer, hereby certify to the truth of the following items:

1. I am an employee of Santangelo Law Offices, P.C., 125 South Howes, Third Floor, Fort Collins, Colorado 80521.
2. I have this day deposited the attached 12 sheets of drawings with the United States Postal Service as "Express Mail" for mailing to the Assistant Commissioner for Patents, Box Patent Application, Washington, D.C. 20231 on this 8 day of June, 2001.


Shannon Nation-Kammerer

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DECLARATION FOR PATENT APPLICATION

This Declaration is made by Roland R. Thomas.

I, Roland R. Thomas, hereby declare:

- I am a citizen of Canada and that my residence and mailing address is 6921 East Mountain Brush Circle, Highlands Ranch, Colorado, 80130, USA.

I believe that I am the original, first, and sole inventor of the subject matter which is claimed and for which a patent is sought on the invention entitled "A System For Human Capital Management" and:

- as originally entitled "Digital Reach System" the specification of which was filed as United States Application Number 60/210,206 filed June 8, 2000;

of which I hereby claim the benefit of and priority pursuant to 35 USC §§119, 120, or 365.

I hereby declare that the above specification(s) is/are intended to include disclosure or claims directed to, individually or in combination: embodiments of the invention which may encompass a device, apparatus, method, process, or business method; embodiments of the invention which may encompass permutations or combinations of any aspects of the invention; any aspect of the invention conceived or developed as separate inventions; and any aspect of the invention independent of any initial context considered as preferred embodiments. I also authorize and support this application for

patent protection in the United States, and for similar protection in foreign countries, each to be sought to the extent or breadth any owner desires or deems appropriate.

I hereby state that I have reviewed and understand the contents of the specification entitled "A System For Human Capital Management", including any claims.

I acknowledge the duty to disclose information which is material to the examination of this application in accordance with Title 37, Code of Federal Regulations, Section 1.56(a).

I hereby declare that all statements made herein of our own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both under Section 1001 of Title 18 of the United States Code and that such willful false statements may jeopardize the validity of the application or any patent issued thereon.

Date: 6/07/01

Roland R. Thomas
Roland R. Thomas

UNITED STATES OF AMERICA)
STATE OF COLORADO)ss.
COUNTY OF Arapahoe)

SUBSCRIBED AND SWORN to before me in the County of Arapahoe, State of Colorado, United States of America, by Roland R. Thomas, this 7th day of June, 2001.

WITNESS my hand and official seal pursuant to the authority vested in me as a Notary Public by the State of Colorado.

Janice D. Bryant
Notary Public
My Commission Expires: 12/04/02

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2. I have this day deposited the attached Declaration for Patent Application of Roland R. Thomas with the United States Postal Service as "Express Mail" for mailing to the Assistant Commissioner for Patents, Box Patent Application, Washington, D.C. 20231 on this 2 day of June, 2001.


Shannon Nation-Kammerer

FROM :

FAX NO. :

Jun. 05 2001 02:21PM P5

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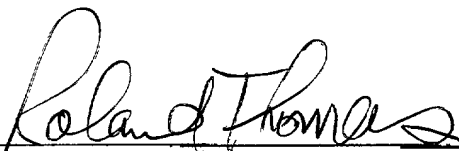
Group Art Unit:

Examiner:

POWER OF ATTORNEY

I, Roland R. Thomas, hereby appoint Santangelo Law Offices, P.C., whose mailing address is 125 South Howes, Third Floor, Fort Collins, Colorado 80521, including Luke Santangelo, whose registration number before the United States Patent and Trademark Office is 31,997, Craig R. Miles, whose registration number before the United States Patent and Trademark Office is 45,954, and Chad C. Soliz, whose registration number before the United States Patent and Trademark Office is 47,101, as my attorney(s)/agent(s) to prosecute this application entitled "A System For Human Capital Management" and to transact all business in the Patent Office connected therewith.

Dated this 6th day of June, 2001.

By: 
Roland R. Thomas

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Shannon Nation-Kammerer